

GIPSA’S ORGANIZATIONAL SUCCESSION PLANNING PROGRAM

Training	Purpose	Eligibility
OPM: Federal Executive Institute	Provide executive leadership training and prepare eligible managers for competition for SES positions.	SES, GS-15, and participants in USDA SESCDP.
Graduate School, USDA: Senior Executive Candidate Program	Provide executive leadership training to prepare and certify management employees for eligibility for SES positions.	GS-14 & GS-15. Announced by USDA. Competitive selection by the Department.
Graduate School, USDA: Senior Executive Candidate Course	Provide executive leadership training for SES positions. (No certification.)	GS-14 & GS-15. Announced by GIPSA. Competitive selection.
OPM: Management Development Seminars	Provide program leadership skills and preparation for supervisory responsibilities.	Mandatory for GIPSA GS-13’s.
Graduate School, USDA: Executive Potential Program	Provide competency-based leadership program to refine leadership skills.	GS-13, 14, 15. Announced annually by GIPSA. Competitive selection.
Graduate School, USDA: Executive Leadership Program	Provide developmental training for mid-career employees.	GS-11, 12, 13. Announced annually by GIPSA. Competitive selection.
Graduate School, USDA: New Leader Program	Provide training to potential program managers, supervisors, and team leaders	GS-7, 9, 11. Announced annually by GIPSA. Competitive selection.
Graduate School, USDA: Aspiring Leader Program	Provide training for clerical, technical staff aspiring to compete for administrative, leadership & professional positions.	GS-5, 6, 7. Announced annually by GIPSA. Competitive selection.